



Sustainable Operations Strategies: The Impact of Human Resource Management and Organisational Practices on the Triple Bottom Line (SpringerBriefs in Applied Sciences and Technology)

Annachiara Longoni

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This book provides detailed guidance on how sustainability, in terms of the triple bottom line, can be developed in operations strategies via human resource management (HRM) and organizational practices such as teamwork, training and employee involvement. The impacts of HRM and organizational practices on environmental and social sustainability, trade-off optimization and the triple bottom line are carefully analyzed, with attention to aspects including organizational responsibility and worker commitment to sustainability. Valuable tips are offered on formulation and implementation of sustainable operations strategies and in addition the alignment of lean manufacturing and the triple bottom line is addressed in a dedicated section.

The background to the book and the reason for its topicality, is the difficulty that companies are experiencing in defining and implementing effective sustainability programs that enhance environmental, social and economic sustainability and optimize possible trade-offs. Moreover, although the operations management literature has focused mainly on technical aspects, HRM and organizational practices may also be relevant in enhancing programs' effectiveness and directly impacting sustainability.

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